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ABSTRACT

The document contains the General Motors Corporation-International Union United Automobile, Aerospace and Agricultural Implement Workers of America (GM-UAW) Standard Apprentice Plan. The elements and provisions of the plan described are: purpose, equal opportunity pledge, requirements for admission, number of apprentices, length of training program, credit for previous experience, training facilities, related training, payment of tool allowance and furnishing tool box, shop training schedules, shop training records and progress reports, GM-UAW Skilled Trades and Apprentice Committee, apprentice rate schedule, status after graduation, and followup after graduation. Appended material (26 pages) presents: (a) the apprentice selection procedures, (b) forms used in the Standard Apprentice Plan (also included is a list of apprentice training programs and typical shop training schedules for die making and electrical skills), and (c) the Apprentice Section of the GM-UAW National Agreement. (MS)

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STANDARD APPRENTICE PLAN

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GM-UAW

GM-UAW

STANDARD APPRENTICE PLAN

Pursuant to Agreement between
General Motors Corporation
and the
International Union
United Automobile, Aerospace and
Agricultural Implement Workers
of America

•

A CAREFULLY PLANNED PROGRAM DESIGNED TO TRAIN INDIVIDUALS IN THE SKILLS OF A GIVEN TRADE

Revised November, 1973

INTERVIEWS
All applicants are interviewed to review their qualifications for admission into apprentice training.

STANDARD APPRENTICE PLAN

Purpose

The purpose of the apprentice program is to train individuals in all branches of the skilled trades, including Tool Making, Die Making, Machine Repair, Electrical, Pipefitting and/or Plumbing, and other trades as may be desirable. The GM-UAW apprentice programs are listed on Page 25. The object of offering such training is to provide the Divisions with employes who are thoroughly versed in the methods and skills required in the plant and to make it possible for those who are qualified to obtain training in their chosen fields.

(The course of training is offered subject to the limitations as imposed by Federal and State laws governing the employment of minors.)

Equal Opportunity Pledge

The Corporation and the Union have agreed to the following Equal Opportunity Pledge as part of the GM-UAW Standard Apprentice Plan:

> "The recruitment, selection, employment, and training of apprentices during their apprenticeship, shall be without discrimination because of race, color, religion, national origin or sex. Affirmative action will be taken to provide equal opportunity in apprenticeship and the apprenticeship program will be operated as required under applicable laws and lawful regulations issued thereunder."

Requirements for Admission

Anyone is eligible to apply providing the applicant meets the age and educational requirements of the program and has no disqualifying physical limitations. Applicants who meet these preliminary requirements will have their academic records and personal backgrounds reviewed in detail and they will be interviewed and given a series of aptitude tests. Admission to the program will be on a competitive basis depending on the qualifications of the applicant and the number of apprentice opportunities available. Apprentice applicants must also meet the physical requirements and other normal employment requirements at the time of selection. (The details of the selection process are explained in Appendix A, "Apprentice Selection Procedure.")

Number of Apprentices

The number of new apprentices enrolled each year shall be determined by an established ratio based on the number of journeymen employed in the plant and in accordance with the plant requirements.

Length of Training Program

The apprentice course is nominally four years in length, but is based on the number of hours actually worked, the course being divided into eight periods of 916 hours each, or a total of 7328 hours of shop work.

In addition, apprentices shall be required during the period of their apprenticeship to complete a program of related and supplemental classroom instruction not to exceed 576 hours during a four-year training course. Such related training is required to enable the apprentices to become proficient in the technical knowledge and other aspects of their trades.

Credit for Previous Experience

The apprentice program provides that apprentices who have had previous experience comparable to requirements of incompleted portions of the shop and related training schedule may be given credit for such training toward completion of their apprenticeship upon submission of proper evidence of such training and provided the apprentices can demonstrate their progress.

Training Facilities

In many plants, the apprentices' shop training is given on the job where they will have the opportunity to work with the machinery and equipment pertinent to their trade in order to gain the knowledge and experience required to be successful in their chosen field. Experienced journeymen are available and may be assigned to work with the apprentices on many of their training assignments.

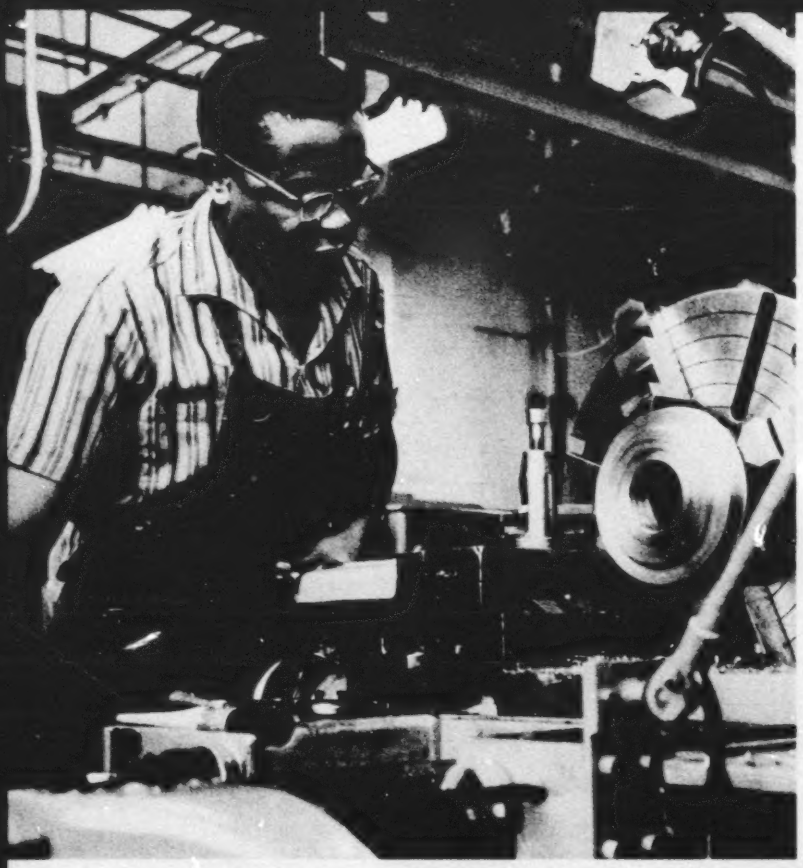
At some locations the apprentices receive all or part of their shop training at an in-plant apprentice school under the guidance of qualified instructors. These schools are equipped to the extent practicable with the same type of machinery and equipment that the apprentices will be required to work with when they become journeymen in the shop.

Whether the training is given in a school or in the shop, the program is coordinated by experienced personnel who have the responsibility of guiding the apprentice's training assignments systematically through all phases of the prescribed shop and related training schedule for the trade.

Related Training

During the training period, it will be necessary for the apprentices to become proficient in mathematics, science, drawing and technical information related to their job by satisfactorily

RELATED ACADEMIC TRAINING
Related academic instruction provides the apprentice with the training necessary to understand and perform the work required of a fully qualified tradesman.



TOOLMAKING
Apprentices in the metal working trades, such as Toolmaking, learn to operate lathes, shapers, mills and other toolroom machines as part of their scheduled training program.

completing a maximum of 576 hours of related training. Time spent by the apprentice in connection with related training shall be paid for at the apprentice's straight-time hourly rate.

General Motors will pay on behalf of the apprentice, registration fees and/or tuition required in connection with related training under the apprentice program, but not to exceed 576 hours of related training.

Payment of Tool Allowance and Furnishing Tool Box

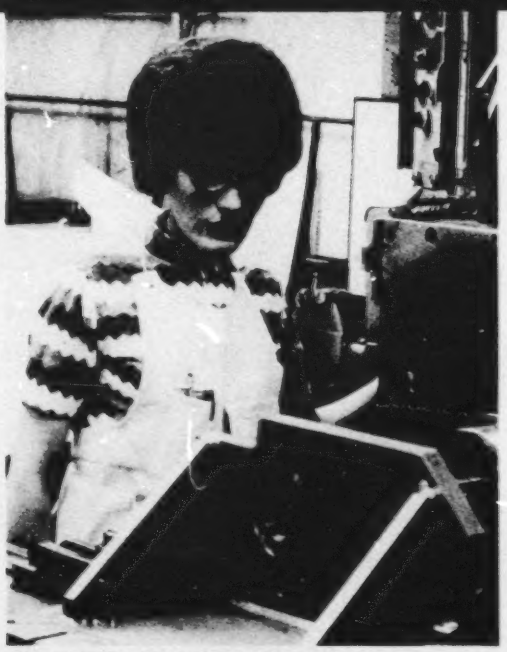
A tool allowance of $350.00 has been established. Upon receipt of a tool box the apprentice will be paid an allowance of $100.00 for the purchase of tools and upon satisfactory completion of each 916 hours of the first, third, fifth, sixth and seventh period of work in the Apprentice Program, the apprentice will be paid $50.00 for the purchase of tools. Management will assist the apprentice in obtaining tools. Upon graduation, the apprentice will receive the balance, if any, of the tool allowance of $350.00 including credit granted for prior credited experience, less any tool allowance payments received at another plant of the Corporation.

As soon as practicable after being placed in the Apprentice Program, the apprentices will be furnished a tool box, which will become their property upon graduation.

Shop Training Schedules

Shop training schedules (see Appendix B for typical schedules) have been designated to give apprentices training in all essential phases of the particular trade of their choice, and will be adhered to unless local conditions and the progress of the apprentices require deviation.

DIE MAKING
In the course of their training, apprentices are given scheduled work assignments in all phases of their trade.



OPERATING THE BORING MILL
The qualifications of several trades require the apprentice to learn to operate machine tools as part of their on-the-job training such as the Boring Mill pictured above.

Each standard schedule indicates the approximate number of hours to be completed on each assignment, e.g., Lathe—700 hours; Heat Treat—260 hours; Grinders—740 hours.

Optional hours are provided in each shop training schedule to be used as follows:

1. To give additional training over and above the hours designated in the shop training schedule in those phases which would be most beneficial to apprentices in acquiring their journeyman status.

2. To give training in related phases of the trade not specifically designated in the shop training schedule but normally required of journeymen.

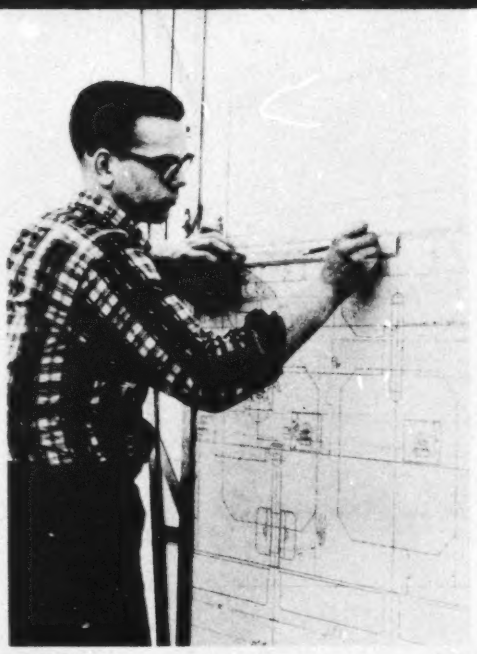
In order that apprentices will be thoroughly familiar with good safety practices, they are completely familiarized with all matters pertaining to the safe operation of their jobs.

Shop Training Records and Progress Reports

An apprentice's progress through the various phases of the shop training schedule is carefully followed and recorded on the "Apprentice Permanent Record." (See Page 19.)

In addition, the apprentice's performance is appraised periodically by his or her immediate supervisor or instructor. This appraisal covers quantity and quality of work, ability to learn, relations with others, attendance, punctuality and overall performance. (See "Apprentice Progress Report," Pages 20 and 21.) These progress reports are reviewed with the apprentice

PATTERN MAKING—WOOD
The Wood Pattern Makers work with wood, plaster and plastics in making patterns and models which have a wide and varied use in General Motors.



DESIGNING
Designing tools, dies, fixtures, etc., requires that the apprentice learn to express his thoughts and ideas by graphic illustration.

ELECTRICAL
An apprentice electrician has the opportunity to work on a wide range of plant equipment. In the picture above, an apprentice checks an electrical panel box with consultation from his supervisor who is, in this case, a graduate electrical apprentice.

and retained as a permanent record. It is very important that apprentices maintain a satisfactory record with regard to their performance in the shop.

GM-UAW Skilled Trades and Apprentice Committee

A GM-UAW Skilled Trades and Apprentice Committee composed of an equal number of representatives of General Motors and the UAW established in Detroit reviews and revises shop and related training schedules when necessary to maintain a program which is responsive to training needs and the availability of courses. This Committee works closely with Local Apprentice Committees to resolve apprentice training matters that arise in the plant training programs. The duties of these Committees are covered in detail in the GM-UAW National Agreement.

Apprentice Rate Schedule

The wage rate and wage progression schedule as agreed to by General Motors and the UAW is set forth in Appendix C on Page 35.

Upon graduation, apprentices will receive an increase to the midpoint of the rate range for the skilled classification to which they are assigned and within three months thereafter, an increase to the maximum of that rate range.

GRADUATION
Upon completion of the apprentice training program, the apprentices are given a certificate which makes them eligible for the status of journeyman.

Status After Graduation

The apprentice, having completed all requirements for graduation, attains the status of "Journeyman." A certificate is given to the apprentice upon satisfactory completion of the program. Upon graduation, the seniority of apprentices who started training on or after July 1, 1968, shall be adjusted to a date which represents all of the time spent in the apprentice training program for the purpose of layoff and rehire or other applicability in their skilled occupational group.

Graduate apprentices whose General Motors apprentice training was interrupted by an approved leave of absence for service in the Armed Forces, Peace Corps, jury duty, absences which qualify under the Bereavement Pay, Paid Absence Allowance, Short Term Military Duty or Sick Leave of Absence sections of the GM-UAW National Agreement, or by approved vacation time off, shall, upon graduation, be given the same journeyman seniority date as they would have received had they not been absent for such purposes. However, credit for sick leave of absence time shall not exceed an aggregate of thirty (30) calendar days within a calendar year, except full credit shall be given for a sick leave of absence resulting from a compensable injury or legal occupational disease.

Follow-up After Graduation

Progress of graduate apprentices is followed until such time as they become well established in their trades. This includes evaluation of the individual's potential to advance in the organization as well as an evaluation of the effectiveness of the apprentice program.

APPENDIX A

GM-UAW

APPRENTICE SELECTION PROCEDURE

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APPRENTICE SELECTION PROCEDURE

INTRODUCTION

The objective of the GM-UAW Standard Apprentice Plan is to provide Divisions with skilled personnel who are thoroughly versed in the methods and skills required in the plant and to make it possible for those so inclined to obtain training in their chosen fields.

In accordance with this objective, this Selection Procedure was developed. Its purposes are:

1. To assure the continued selection of the best qualified applicants for apprentice training.
2. To provide a uniform procedure which is amenable to future research and evaluation of the qualifying factors.
3. To continue to extend opportunities for apprentice training to qualified applicants on a non-discriminatory basis and without regard to an individual's race, color, sex, religion, or national origin.

Research studies indicate there are five major sources of information significant in the selection of apprentices:

1. Academic Record
2. Personal Background
3. Job Experience
4. Aptitude Tests
5. Interview and Overall Evaluation

Research studies also show that certain specific factors within these five major categories are more predictive of possible apprentice success than others. Consequently, a Point Rating System has been developed in which point values have been assigned to those factors which are related to success. Higher point values are attached to those factors which are most strongly related to apprentice success.

SELECTION PROCEDURE

In order to meet the above objectives, it is important that each location follow the standard procedure in selecting future apprentices:

1. Posting of Openings

Once Management has determined the kinds of apprentice opportunities available, announcements of these opportunities must be posted. Announcements of oppor-

tunities should be posted in the plant employment office and/or the office where apprentice applications are usually accepted, and on Management bulletin boards in the plant. At least twice a year, information regarding the anticipated opportunities by general trades and the minimum age and educational requirements should be sent to:

(a) The U.S. Department of Labor and/or the State Apprenticeship Agency.

(b) Local schools.

(c) The local state employment service office.

(d) Appropriate community organizations.

(e) Local newspapers for publication.

These are the minimum posting requirements and each plant is free to disseminate the information on a broader scale if this is deemed desireable.

2. Preliminary Application Card

Applicants will fill out an "Application for Apprenticeship Card" giving their name, address, date of birth, high school graduated from (or the basis for their claim of equivalency of a high school education), and will answer "Yes" or "No" as to whether they had at least one year of algebra with at least a C average, or at least one year of geometry with at least a C average. They will sign the card and represent that the information given is true.

3. Preliminary Interview

Applicants will be interviewed to determine if they:

(a) Meet minimum age requirements (Non-employe applicants must be between the ages of 18 and 26, both inclusive, [or consistent with applicable State and Federal laws]. Employes may apply if they have not reached their 45th birthday.)

(b) Have no disqualifying physical limitations;

(c) i. Are high school graduates; or

ii. have an equivalent education; or

iii. if they are not high school graduates and do not have an equivalent education, have at least one year of algebra or at least one year of geometry, with a final grade average of C or better

The high school transcript or records from another recognized educational institution will be used to establish whether the applicant meets the qualifications listed in this Paragraph 3 (c).

Those applicants who fail to meet at least one of the alternatives under 3(c) will be told that they do not qualify for further consideration at that time and will be told why they failed to qualify. Employes who are eligible to participate in the Tuition Refund program can obtain information from the Local Apprentice Committee regarding courses available which may be helpful in preparing for the apprentice training program.

4. Apprentice Application Blank

If the applicants meet all of the requirements outlined above, they will fill out a complete Apprentice Application Blank. The Apprentice Application Blank should request the same information required for normal plant employment plus information necessary for the employment of apprentices. This blank should in every case contain the following question:

> "Have you taken a battery of tests at any other General Motors plant(s) after applying for an apprenticeship? If so, where and when?"

5. Examination of High School Transcript

Each applicant's high school transcript should be obtained and examined to verify the information already given and for later use in the selection process.

AN APPLICANT'S FILE WILL BE REVIEWED AT THIS POINT TO DETERMINE IF THE APPLICANT MEETS THE MINIMUM REQUIREMENTS FOR APPRENTICE TRAINING AND NORMAL PLANT EMPLOYMENT. EACH APPLICANT WHO MEETS THE REQUIREMENTS WILL COMPLETE ALL OF THE REMAINING PHASES OF THE SELECTION PROCEDURE.

6. Aptitude Tests

The standard battery of aptitude tests will be administered, scored, and points awarded based on the Point Rating System described in the following section of this procedure. If the applicants have been tested at some other GM plant within the last six months, they will not be tested, but their scores will be obtained from the previous plant.

7. Apprentice Applicant Interview

Interviews will be conducted by a representative of the Personnel Department and/or skilled trades supervision and a Union member of the Local Apprentice Committee and points awarded for each trade listed on the application form as described in the following section of this procedure.

8. Computation of Points

Total points will be computed for each applicant from all sources of information—high school grades (or grades in courses which qualified them for consideration), personal background data, aptitude tests, and an interview. Since applicants may

have expressed interest in three trades, they likewise may have as many as three different total point scores—one for each trade in which they expressed an interest.

9. Ranking of Candidates

Appointments to the apprentice program will be based upon the number of points received as computed in accordance with the Point Rating System. Qualified apprentice applicants who score 35 or more points will be placed on separate lists, one for seniority employe applicants and one for all other applicants. Each list will be arranged in descending order according to points scored. Selections shall be made on the basis of at least two from the employe applicant list for every one selected from the other list in descending order of total point score within each list.

In the event more than one non-employe applicant is tied at the highest ranking, the non-employe applicant with the earliest dated Apprentice Application Blank would be the next non-employe applicant selected. If there are openings in two different trades at the same time and the same applicant has the highest score in each and has expressed an interest in both of them, the applicant should be allowed to take his or her choice between the two.

10. Fulfillment of Regular Employment Standards

At the time of hiring, apprentice applicants must fulfill all regular employment standards, including medical qualifications.

11. Changing Choice of Trade

Applicants who have met the qualifying standards may change the trades in which they wish to receive consideration. After a change, the applicant should be reinterviewed and a new total point score should be computed for that trade.

12. Candidate Pool

As selections are made, the remaining applicants will represent the source from which future openings will be filled in the same manner as described in Step 9. Additional qualified applicants may be placed on the list of ranked candidates twice each year. Employe applicants whose names are on a selection list at the time they reach their 45th birthday shall have their name included on the selection list for the next selection period following the period in which their 45th birthday occurs.

II. POINT RATING SYSTEM

Each apprentice applicant will be evaluated in accordance with the Point Rating System outlined below.

FACTORS TO BE EVALUATED

	Sub-Points Maximum	Total Points Maximum
1. Academic Record		17
(a) Grade point average	6	
(b) Number of math courses taken and grades earned	4	
(c) Number of Vocational Education courses taken and grades earned	7	
2. Personal Background		11
(a) Marital status	1	
(b) Dependent Children	1	
(c) Extra Schooling (including pre-apprentice training) with prior review by the Local Apprentice Committee	7	
(d) Other Relevant Factors	2	
3. Job Experience		7
(a) Work experience in any GM plant	2	
(b) Related work experience (for point computation only)	5	
4. Aptitude Tests		22
(a) SRA Pictorial	6	
(b) GM Apprentice Math Test	4	
(c) Minnesota Paper Form Board Test (AA and BB)	6	
(d) Test of Mechanical Comprehension (Bennett AA)	6	
5. Knowledge of Trade		2
Takes into account the applicant's knowledge of the work involved in the trades applied for. (Management—one point . . . Union Members of the Local Apprentice Committee—one point)	2	
6. Interview and Evaluation of Applicant's Overall Qualifications		10
Up to 5 points may be awarded by both Management and a Union Member of the Local Apprentice Committee based on reviews of the apprentice applicant's file and the joint interview, taking into account such factors as strength of desire to get into skilled trades, stability and maturity	10	
TOTAL NUMBER OF POINTS		69

APPENDIX B

GM-UAW

FORMS USED IN STANDARD APPRENTICE PLAN

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_____DIVISION

GENERAL MOTORS CORPORATION

APPRENTICE APPLICATION

NAME_____ DATE_____
LAST FIRST MIDDLE

ADDRESS_____
STREET CITY STATE ZIP CODE

PHONE _____ SOCIAL SECURITY NUMBER_____

Height _____

Weight _____ A._____

Single _____

Married _____ B._____

Divorced _____

Widow(er) _____ C._____

Separated _____

State 3 Apprentice Trades Desired

Number of Children_____

Other Dependents_____
NUMBER RELATIONSHIP

SCHOOLS ATTENDED	NAME OF SCHOOL	LOCATION	YEARS COMPLETED	MAJOR COURSE
Grade School				
Jr. High				
High School				
College				
Other				

Have you taken a battery of tests at any other General Motors Plant(s) after applying for an apprenticeship?

Where?_____ When?_____

Have you ever been convicted of a crime (other than minor traffic violations)?_____

Nature of offense?_____

Do you have any physical defects?_____ If yes, please describe_____

_____

Have you ever received Workmen's Compensation for any industrial injury or disease?_____

Nature of disability_____

GENERAL MOTORS IS AN EQUAL OPPORTUNITY EMPLOYER

18

Have you been employed by this Division before? _____ Dates _____

Have you been employed by another General Motors Plant? _____

Name of Plant _____ Location _____

Give names of relatives employed here

_____

_____

_____

In emergency, notify:

Name _____

Address _____

Phone _____

Have you served in the armed forces of the United States? _____ Date from _____

Date to _____ Branch of Service _____ Serial No. _____

Rank _____

Have you ever participated in an apprentice program? _____ Where? _____

Trade _____ Date from _____ Date to _____ Did you complete the program? _____ If not, give reason _____

List other skilled trades training or experience:

Trade _____ Location _____ No Yrs. _____

Trade _____ Location _____ No Yrs. _____

EMPLOYMENT HISTORY

Employers List Present Employer First	From Mo.	From Yr.	To Mo.	To Yr.	Type of Work	Reason for Leaving
Name _____						
Address _____						
Name _____						
Address _____						

NOTE TO APPLICANT

It is each applicant's responsibility to notify this Division of any change in his status, such as additional schooling, marriage, additional dependents, skilled or non-skilled work experience, etc. after this application has been filed and to provide a high school transcript of grades pursuant to their school's policy.

IMPORTANT: Please Read the Following Paragraph

I hereby represent that each answer to a question herein and all other information otherwise furnished is true and correct. I further represent that such answers and information constitute a full and complete disclosure of my knowledge with respect to the question or subject to which the answer or information relates. I understand that any incorrect, incomplete, or false statements or information furnished by me will subject me to discharge. In the event that I am employed by the _____ Division, I agree to comply with all of its orders, rules, and regulations. I hereby authorize my former employers to give any information regarding my employment with them, and in addition, to furnish any other information they have concerning me.

_____ Signature of Applicant

_____ Date

19

APPRENTICE MONTHLY REPORT

CLASSIFICATION CODE NO. ____

NAME _____ SOCIAL SECURITY NO. _____ CLOCK NO. _____

MONTH _____ YEAR _____

TYPE OF WORK SHOP TRAINING SCHEDULE	HRS. FOR MONTH	HOURS WORKED ON EACH DAY OF MONTH																												
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

THIS REPORT IS TO BE GIVEN TO YOUR SUPERVISOR ON THE FIRST OF EACH MONTH.

SIGNED _____ (Apprentice) _____ (Date) SIGNED _____ (Foreman) _____ (Date)

APPRENTICE PERMANENT RECORD

NAME _____ CLOCK NO. _____ SOCIAL SECURITY NO. _____

TRADE _____

SHOP HOURS TYPE WORK—CODE	TOTAL 7,328 —	1	2	3	4	5	6	7	8	9	RELATED 576 10
MONTH—YEAR	Hrs. Accum.	Hrs. Accum.	Hrs. Accum.	Hrs. Accum.	Hrs. Accum.	Hrs. Accum.	Hrs. Accum.	Hrs. Accum.	Hrs. Accum.	Hrs. Accum.	Hrs. Accum.

DIVISION_____

GENERAL MOTORS CORPORATION

APPRENTICE PROGRESS REPORT

Rating for:

Name_____ Clock No._____ Month_____ Year_____

Indicate the area in which the Apprentice is gaining experience at the time of rating:

The rating should present your evaluation of the Apprentice in terms of his or her actual performance in your department when compared with other Apprentices.

Please check one in each of the following categories:

QUANTITY OF WORK

- ☐ Consistently finishes work assignments early—needs minimum supervision.
- ☐ Gets work done with very little difficulty—needs little supervision.
- ☐ Producing at a reasonable rate—needs average amount of supervision.
- ☐ Usually late with work assignments—needs excessive supervision.
- ☐ Tends to waste time—produces only a small quantity of work.

QUALITY OF WORK

- ☐ Excellent workmanship—no waste or scrap.
- ☐ Does good work with little scrap or waste.
- ☐ Produces only average amount of waste or scrap compared with rate of progress.
- ☐ Has difficulty producing good work—produces above average amount of scrap and waste.
- ☐ Inferior workmanship—excessive waste or scrap.

ABILITY TO LEARN

- ☐ Learns very quickly.
- ☐ Learns readily.
- ☐ Average in learning.
- ☐ Rather slow to learn.
- ☐ Very slow to learn.

RELATIONS WITH OTHERS

- ☐ Exceptionally well accepted by everyone dealt with.
- ☐ Gets along well with others.
- ☐ Gets along satisfactorily with others.
- ☐ Has some difficulty working with others.
- ☐ Works poorly with others—accepted by very few.

ATTENDANCE

☐ Regular ☐ Irregular

Excluding vacation time and other approved time off, has been absent _____ working days since last appraisal.

PUNCTUALITY

☐ Regular ☐ Irregular

Has been late for work _____ times since last appraisal.

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OVER-ALL PERFORMANCE

OUTSTANDING		VERY GOOD		AVERAGE		MARGINAL		UNSATISFACTORY	

Additional Comments: _____

_____

_____

_____

Date of Appraisal _____ Signature of Appraiser _____

Date of Review with Apprentice _____ Signature of Apprentice _____

* * *

Certificate

* * * * * *

This Is to Certify That _____

has satisfactorily completed an apprenticeship
under the GM-UAW Standard Apprentice Plan
in all branches of the

_____ Trade

at

_____ Division of

General Motors Corporation

* * * * * *

Certified as a Journeyman this _____ day of _____, 19____

_____
Personnel Director

_____
UAW Member—Apprentice Committee

_____
Plant Manager

_____
UAW Member—Apprentice Committee

22 24

APPRENTICE TRAINING AGREEMENT

DIVISION_____

GENERAL MOTORS CORPORATION

APPRENTICE TRAINING AGREEMENT

This Agreement, made in triplicate, this _____ day of _____,

19____ between _____ Division, General Motors Corporation, a Delaware Corporation, hereinafter called the Employer, the Local Apprentice Committee under the terms of the Agreement between General Motors Corporation and the UAW, and _____

born _____ and now residing at _____

Date of Birth — Street and Number — City — State

_____ hereinafter referred to as the Apprentice and (if a minor) _____

Zip Code — Apprentice's Parent or Guardian

Witnesseth: That

The Employer agrees to employ the Apprentice and to afford the Apprentice the opportunity to learn the trade of _____ in accordance with the GM-UAW Standard Apprentice Plan which is a part of the Agreement between General Motors Corporation and the UAW.

The Apprentice agrees diligently and faithfully to perform his or her duties during the apprenticeship, to conform to and obey the rules and regulations of the Employer, and to keep faithfully all trade and business secrets of the Employer.

The apprenticeship shall begin on the _____ day of _____ 19____.

The length of the apprenticeship, the compensation of the Apprentice, and the apprentice training program shall be governed by the terms of the Agreement between General Motors Corporation and the UAW, the GM-UAW Standard Apprentice Plan and Exhibit A attached hereto which are made a part of this Apprentice Training Agreement.

In Witness Whereof: The parties have caused this Agreement to be signed:

_____ Apprentice

_____ UAW Member—Apprentice Committee

_____ Parent or Guardian, individually and for and on behalf of the Apprentice, a minor

_____ UAW Member—Apprentice Committee

_____ Division
GENERAL MOTORS CORPORATION

_____

_____

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EXHIBIT "A"

1. The Employer agrees to provide the Apprentice with instruction, practical training, and job experience in the trade of _____ in accordance with the shor and related training schedules adopted by the GM-UAW Skilled Trades and Apprentice Committee, and as revised from time to time during the term of this Apprentice Training Agreement, in which case, the revised schedule shall apply to the Apprentice to the extent that the Apprentice can be integrated into the revised program without interfering with the Apprentice's over-all progress towards completion of the apprenticeship.

2. The length of the apprenticeship shall be based upon the number of hours actually worked by the Apprentice, and shall consist of eight (8) periods of nine hundred sixteen (916) hours each plus related and supplemental classroom instruction. Any and all time spent by the Apprentice in related and supplemental classroom instruction shall not be counted as time actually worked for purposes of credit towards completion of any of the aforesaid eight (8) periods.

3. It is understood that the Employer reserves the first ninety (90) days of the apprenticeshio as a probationary period.

4. During the apprenticeship the Apprentice will be required to complete satisfactorily a program of related and supplemental classroom instruction adopted by the GM-UAW Skilled Trades and Apprentice Committee, which shall not exceed five hundred seventy-six (576) hours over the period of the apprenticeship. Time spent by the Apprentice in attending required classroom instruction shall be paid for at the Apprentice's straight time hourly rate, but shall not be considered as time worked.

5. In accordance with the GM-UAW National Agreement the Employer will pay, on behalf of the Apprentice, registration fees and/or tuition required in connection with related training under the apprentice program, but not to exceed five hundred seventy-six (576) hours of related training.

6. The Employer agrees to pay the Apprentice at a straight time hourly rate for all time actually worked, as shown on the Apprentice Rate Schedule set forth in Paragraph (151) of the GM-UAW National Agreement. The same premium pay provisions that apply to other employes of the Employer covered by the GM-UAW National Agreement shall apply to the Apprentice.

7. At the commencement of the apprenticeship, the Apprentice shall furnish the ordinary tools and instruments necessary to the trade to which the Apprentice is apprenticed. The Employer will assist the Apprentice in obtaining the required tools. Upon receipt of a tool box the Apprentice will be paid an allowance of one hundred dollars ($100.00) for the purchase of tools and upon satisfactory completion of each of the first, third, fifth, sixth and seventh period of nine hundred sixteen (916) hours of work towards the completion of the apprenticeship and in accordance with Paragraph (143) of the GM-UAW National Agreement, the Apprentice will be paid fifty dollars ($50.00) toward the purchase of tools. Upon graduation the Employer shall make up the balance due, if any, between the total amount paid and three hundred fifty dollars ($350.00) in accordance with Paragraph (143) of the GM-UAW National Agreement.

8. As soon as practicable after being placed in the Apprentice Program, the Apprentice will be furnished a tool box by the Employer. The tool box will become the property of the Apprentice upon the completion of the apprenticeship, and the graduation of the Apprentice as a journeyman.

9. Should the Apprentice lose any work time during the period of the apprenticeship for any cause, such lost work time shall be fully made up by the Apprentice and no period in which such lost work time shall have occurred shall be considered as completed until such lost work time has first been made up.

10. The Employer reserves the right to terminate this Apprentice Training Agreement at any time for cause.

11. The Apprentice may terminate this Apprentice Training Agreement at any time upon notice to the Employer. In such case the Apprentice shall be handled in accordance with the provisions of the GM-UAW National Agreement.

12. This Apprentice Training Agreement is made subject to the right of the Employer to discontinue the apprenticeship program at any time, at which time this Apprentice Training Agreement shall terminate automatically, in which case the Apprentice shall be handled in accordance with the provisions of the GM-UAW National Agreement.

GM-UAW
APPRENTICE TRAINING PROGRAMS

The following is a list of apprentice training programs in operation in various plants of the Corporation. Although all programs are not used by all plants, many plants employ apprentices in several of these classifications.

Auto, Truck & Trailer Repair Mechanic

Bricklaying

Carpenter

Die Design (Body Manufacturing)

Die Making

Electrical

Experimental Auto (Product Engineering Layout and Assembly)

Hardener—Tool and Die

Machine Repair

Millwright

Model Making—Metal

Model Making—Wood

Patternmaking—Metal

Patternmaking—Wood

Pipefitting and/or Plumbing

Refrigeration and Air Conditioning, Maintenance

Sewing Machine Repair

Sheet Metal Worker and/or Tinsmith

Tool Design

Tool & Die Making

Too. Making

Welding

TYPICAL SHOP TRAINING SCHEDULES

DIE MAKING

SHOP TRAINING SCHEDULE	APPROX. HOURS
1. Tool Crib	160
2. Lathe	700
3. Shaper and Planer	625
4. Grinders	740
External	
Internal	
Surface	
Cutter	
5. Milling Machines, Jig Borer, Boring Mills, and Keller	1100
6. Heat Treat	260
7. Bench—Including Tryout—Including Plastic as performed by Die Maker	3243
8. Optional	500
9. Safety Instruction	—
Total	7328

SUGGESTED RELATED TRAINING

Math	180
Science	108
Shop	72
Drawing	144
Unassigned	72
Total	576

Shop and Related Training—TOTAL 7,904 hours

ELECTRICAL

SHOP TRAINING SCHEDULE	APPROX. HOURS
1. Rebuild and Repair Electrical Equipment	1000
a) Motors	
b) Meters	
c) Instruments	
d) Solenoids	
2. Construction and Installation	1800
a) Pipes	
b) Conduit	
c) Control Panels	
d) Machine Tools	
e) High Voltage Equipment	
f) Hook-Up—Generators, Transformers and Motors	
g) Planning and Job Layout	
3. General Building—Maintenance	1000
a) Testing, Locating and Repairing:	
1) Lighting and Power Circuits	
2) Cranes	
3) Elevators, etc.	
4. General Machine—Maintenance	1580
a) Production Machines, including:	
1) Welding Equipment	
2) Induction Heating	
3) Electro-Magnetic Equipment	
4) Electro-Chemical Equipment	
b) Small Power Tools	
5. Electrical Truck Maintenance and Repair	200
6. Electronic Equipment and Controls	1248
a) Trouble Shooting and Repair	
b) Construction and Installation of Control Equipment	
7. Optional	500
8. Safety Instruction	—
Total	7328

SUGGESTED RELATED TRAINING

Math	144
Science	252
Shop	72
Drawing	36
Unassigned	72
Total	576

Shop and Related Training—TOTAL 7,904 hours

APPENDIX C
APPRENTICE SECTION
GM-UAW NATIONAL AGREEMENT

APPRENTICES

APPRENTICES

(119) This Section is applicable to apprentices in the plants of the Corporation covered by this Agreement.

(120) Paragraphs (63) (a) and (63) (b) shall not apply to apprentices nor to openings or vacancies in apprentice classifications.

(121) The following paragraphs shall not be applicable to apprentices:

(66) (a)	(70)
(66) (b)	(71)
(66) (c)	(174)

GM-UAW Skilled Trades and Apprentice Committee

(122) A GM-UAW Skilled Trades and Apprentice Committee will be established in Detroit, composed of three representatives of General Motors and three representatives of the General Motors Department of the International Union, UAW. The duties of this Committee shall be:

a. To review and revise the uniform shop training schedules when necessary. The shop training schedules which have been agreed to by the GM-UAW Skilled Trades and Apprentice Committee are made a part of this Agreement.

b. To review and revise the related training schedules when necessary. Example related training schedules which may be agreed to pursuant to Paragraph (123) by the GM-UAW Skilled Trades and Apprentice Committee are made a part of this Agreement.

c. To review and revise, when necessary, the GM-UAW Standard Apprentice Plan which is made a part of this Agreement.

d. To receive reports by the plants having apprentices of the number of apprentices within each training period by apprentice classification and the number of journeymen by classification included in the ratio of apprentices in training to journeymen.

e. To establish new apprentice training schedules for classifications in which such schedules have not been previously agreed upon by the GM-UAW Skilled Trades and Apprentice Committee.

f. To review and make disposition of apprentice training matters referred to the Committee by the Local Apprentice Committees.

g. To review the status of EIT programs in accordance with Appendix H.

h. To deal with other matters concerning the Apprentice and Skilled Trades Sections of this Agreement.

i. Disputes concerning the Apprentices and Skilled Trades Sections of this Agreement may be appealed to the Umpire in accordance with Paragraph (55).

(123) The present shop and related training schedules will remain in effect until replaced by revised schedules. The revised schedules will be adopted for those apprentices presently in the training program to the extent that they can be integrated into such revised programs without interfering with the progress of the apprentice. If local plant requirements indicate deviation should be made in such shop or related training schedules, proposed changes must be referred to the GM-UAW Skilled Trades and Apprentice Committee, together with the reason for requesting the deviation, for consideration. The present shop training schedules which have not been agreed to, will be reviewed by the GM-UAW Skilled Trades and Apprentice Committee as soon as possible.

Local Apprentice Committee

(124) A Local Apprentice Committee composed of two (2) Union members and two (2) Management members shall be established in each plant in which apprentices are employed. The International Union shall appoint journeymen from the plant as members of the Local Apprentice Committee, one of whom shall be designated as the Chairman of the Union members of the Local Apprentice Committee. Local Management shall notify the local Union of its members, one of whom shall be designated the Apprentice Coordinator.

(125) The Chairman of the Union members of the Local Apprentice Committee shall be permitted to attend regular Shop Committee meetings for the purpose of assisting in the handling of grievances of apprentices. He will be paid his regular rate for

time spent in such meetings and for making the investigations provided for in this sub-paragraph for the hours he would otherwise have worked in the plant. The Chairman of the Shop Committee may designate the Chairman of the Union members of the Local Apprentice Committee, in lieu of a member of the Shop Committee, to make the further investigation provided for in Paragraph (33) of a grievance filed by an apprentice.

(126) The Local Apprentice Committee shall meet at a mutually agreed-upon time at least once each 30 days, unless otherwise agreed to extend the time between meetings. Each Apprentice Committeeman will be paid his regular rate for time spent in such meetings and for the necessary time to properly perform his duties and functions provided for in Paragraph (127) for the hours he would otherwise have worked in the plant. Minutes of such meetings will be furnished to the Union members of the Local Apprentice Committee within seven (7) calendar days from the date of the meeting.

(127) The duties and functions of the Local Apprentice Committee shall be as follows:

(a) To negotiate on issues involving the effect of the employment of apprentices on the employment of journeymen in the trades involved.

(b) To study other matters that may involve the training of apprentices by journeymen in the shop. When machinery, equipment or material is introduced or modified and new skills are required in the journeyman classification in the plant, the matter may be reviewed to determine the effect on the shop and related training of apprentices including necessary revision of such training. If requested, arrangements will be made with the Apprentice Coordinator for the Local Apprentice Committee to investigate the new skills on the plant floor as a part of their review.

(c) Progress reports of the apprentice shop and related training schedules shall be reviewed in meetings of the Local Apprentice Committee, except that upon the request of a member of the Local Apprentice Committee an individual apprentice's record shall be reviewed in a meeting of the Local Apprentice Committee once during the last thirty (30) day period prior to completion of the apprentice shop training schedule. Problems involving the improper application of the shop training schedules to individual apprentices may be raised with supervision and if necessary discussed with the apprentice on the plant floor by the Chairman or another Union member of the Local Apprentice Committee.

(d) (1) To evaluate the applicant's overall qualifications and to interview and place tested apprentice applicants who score 35 or more points on separate lists, one for seniority employe applicants and one for all other applicants, each list to be in descending order of points scored for each classification for which they have applied. When apprentices are selected, such selections shall be on the basis of at least two from the employe applicant list for every one selected from the other list in descending order of total point score; however, more selections from the other list may be made in the event sufficient qualified employe applicants are not available. Qualified applicants who have already applied and who are available will have their points adjusted according to the revised selection procedure by the date the first selection lists for the plant are formulated after the effective date of this Agreement.

(2) When either list of qualified applicants for a classification is exhausted, additional qualified applicants may be placed on the list for that classification, but in any event additional qualified applicants will be added to the list at six (6) month intervals. Changes in the minimum point score for a plant or the six (6) month interval referred to in this Paragraph may be recommended to the GM-UAW Skilled Trades and Apprentice Committee.

(3) When necessary, the Apprentice Coordinator will make arrangements to temporarily assign a Union Member of the Local Apprentice Committee to another shift for the purpose of interviewing applicants. The overtime premium pay provisions of this Agreement are hereby waived in such instances and such changes in shift for this purpose will not result in the payment of overtime premium.

(e) All applications for apprenticeship will be available upon request for review by the Chairman of the Union members of the Local Apprentice Committee.

(f) The point score for each factor of the point rating system for each apprentice applicant

tested will be available for review by the Chairman of the Union members of the Local Apprentice Committee. He will also be provided with a copy of the list of qualified applicants eligible for selection for each classification containing the name, age and, in the case of employe applicants, the seniority date will be included.

(g) Employes eligible for Tuition Refund who express a desire to enter the apprentice program will be advised by a member of the Local Apprentice Committee of courses that are available through the Tuition Refund program which may help them become better prepared as applicants for apprentice training.

(h) The Apprentice Coordinator and the Chairman of the Union members of the Local Apprentice Committee may confer with new apprentices for the purpose of acquainting the apprentice with the role of the Corporation, Local Management, the Union and the National and Local Apprentice Committees in the apprentice program and to ascertain that the apprentice understands his status and obligations as an apprentice in accordance with the Apprentice Training Agreement provided for in Paragraph (144).

(i) The Apprentice Coordinator and the Chairman of the Union members of the Local Apprentice Committee may confer with apprentices where there are indications that the apprentice is failing to perform his obligations as an apprentice.

(j) To evaluate and credit previous experience as provided for in Paragraph (132).

(k) To issue certificates of completion of apprenticeship as provided for in Paragraph (150).

(l) Each six months the Chairman of the Union members of the Local Apprentice Committee will be furnished with a list of the number of apprentices in each training period by classification and the number of journeymen by classification included in the ratio of apprentices in training to journeymen.

(m) Apprentice training matters which are discussed by the Local Apprentice Committee and are not resolved may be referred to the GM-UAW Skilled Trades and Apprentice Committee for disposition.

(128) Grievances filed by apprentices will be handled under the Representation and Grievance Procedure Sections.

(129) Notwithstanding the provisions of Paragraph (128) above, problems involving apprentice related training schedules which cannot be settled locally by the Local Apprentice Committee shall not be subject to the Grievance Procedure. Such problems may be referred to the GM-UAW Skilled Trades and Apprentice Committee.

Apprenticeship Eligibility Requirements

(130) Management will review its apprentice training needs and will post on the bulletin boards a list of apprentice openings. In order to be eligible for consideration for apprenticeship, all applicants must meet the requirements for apprentice training as established in the GM-UAW Standard Apprentice Plan, including age, education, and other tests, such as aptitude tests. To satisfy the education requirement, the applicant must be a high school graduate, or have an equivalent education, or meet the alternative requirements set forth in the GM-UAW Standard Apprentice Plan. The new employe applicant must be between the ages of 18 and 26 years, both inclusive (or consistent with applicable State and Federal laws).

(131) Notwithstanding other provisions of this Agreement, any seniority employe in that plant other than those classified as apprentices may file an application for an opening in the apprentice program; provided, however, that where there is evidence that the filing of such applications by journeymen in apprenticeable classifications having similar apprentice training schedules is for other than promotional purposes or inconsistent with skilled trades manpower objectives, such application shall be subject to review and decision by the Local Apprentice Committee. An apprentice with seniority who is scheduled to be removed from an apprenticeable classification in a reduction in force may apply for an apprentice opening in a related skilled classification.

If such applicant meets all of the requirements for apprentice training as established in the GM-UAW Standard Apprentice Plan his application will be considered for the apprentice program and he shall be considered as satisfying the age requirement for apprentice training if he has not reached his 45th birthday. When the qualifications of

employe-applicants are equal, the employe-applicant with the longest seniority will be given preference. Any seniority employe may file an application for an opening in the apprentice program in another General Motors plant where he will be considered as a non-seniority applicant.

Credit for Previous Experience

(132) Credit for previous related experience in military service, an apprentice training program, or a skilled trades classification in any plant, may be given up to the total time required on any phase of the apprentice shop training or related training schedules. Credit for such previous experience shall be given the apprentice at the time he has satisfactorily demonstrated that he possesses such previous experience and is able to do the job. Related training credit shall be given the apprentice at the time that he has demonstrated that he possesses the educational knowledge for which he is requesting credit under the related training schedule. At the time such credit is given, the apprentice's wage rate shall be correspondingly adjusted within the apprentice rate schedule based on the amount of credit given toward completion of the shop training schedule.

(a) Any dispute over such credit shall be referred to the GM-UAW Skilled Trades and Apprentice Committee for decision.

Term of Apprenticeship

(133) The term of apprenticeship shall be nominally four (4) years in length, but shall be based on the number of hours actually worked. The shop schedule shall be divided into eight (8) periods of 916 hours each.

Seniority of Apprentices

(134) Each apprentice classification in the apprentice program shall be a separate non-interchangeable occupational group.

(135) An apprentice hired directly into an apprentice classification shall establish seniority in his non-interchangeable occupational group in accordance with Paragraphs (57) and (58).

(136) An employe transferred to an apprentice classification shall have a date of entry in the non-interchangeable occupational group to which he is transferred and will continue to accumulate seniority in the seniority group from which he was transferred.

(137) (a) For the purpose only of determining the seniority status of apprentices in training, such apprentices shall have their seniority established as provided in Paragraphs (135) and (136) above.

(b) For the purpose of layoff and rehire or other applicability in his skilled occupational group, the seniority of the apprentice, upon graduation, shall be adjusted to a date which represents 50% of the time (subsequent to his seniority date established pursuant to Paragraph (57)) spent in the apprentice training program prior to July 1, 1968, and time equal to the calendar days (subsequent to his seniority date established in the plant pursuant to Paragraph (57)) spent in the apprentice program on or after July 1, 1968, including 50% of previous experience, at that plant only, for which he received credit under the provisions of Paragraph (132). Such credited hours shall be converted to seniority under this Paragraph (137) (b) by crediting 7 calendar days for each 40 hours and 1 calendar day for each additional 8 hours. A graduate apprentice's journeyman seniority date shall not precede his seniority date established pursuant to Paragraph (57). For all other purposes seniority shall be as established by the Section entitled "Acquiring Seniority."

(c) (1) A graduate apprentice whose General Motors apprentice training was interrupted by a leave of absence under the provisions of Paragraph (105a), Paragraph (112), by an approved leave of absence for jury duty, absences which qualify under the Bereavement Pay, Paid Absence Allowance or Short Term Military Duty sections of this Agreement, by approved vacation time off, or by a sick leave of absence under the provisions of Paragraph 106, shall upon graduation, be given the same journeyman seniority date as he would have received had he not served in the Peace Corps, entered military service, served on the jury, been on approved absence for which he received Bereavement Pay, Paid Absence Allowance, or Short Term Military Duty Pay, taken vacation time off, or been on a sick leave of absence. Credit for vacation time off shall not exceed the number of weeks of vacation pay allowance to which the employe was entitled under the Vacation Pay Section of this Agreement, and credit for a sick leave of absence shall not exceed an aggregate of thirty (30) calendar days within the calendar year, except that the period

covered by a sick leave of absence pursuant to Paragraph 108 shall be credited. Credit shall not be granted for any portion of a sick leave during the time the employe would have been laid off from his apprentice classification.

(2) For each pay period during which an apprentice worked in his apprentice classification, he shall be credited as having spent seven calendar days in the apprentice program.

(d) An apprentice who satisfactorily completes his shop training schedule in a plant prior to the time he completes his related training shall, notwithstanding the provisions of Paragraph (178) (a), be considered as a journeyman but only in the plant in which he was in apprentice training in the classification to which he has been apprenticed and not under Paragraph (178) (b) or (178) (c). Such an employe shall be required to complete his related training requirements specified in Paragraph (145). Local Shift Preference Agreements must have sufficient flexibility to permit such employes to complete the related training courses in which they are currently enrolled. Seniority of such an employe shall be established in accordance with Paragraph (137) (a), (b) and (c).

Time spent by such an employe in completing his required apprentice related training schedule shall be paid for at the straight-time hourly rate applicable to such related training for that classification in that plant in accordance with Paragraph (146) and the Apprentice Rate Schedule set forth in Paragraph (151); provided, however, the hourly rate for such apprentice related training shall not exceed the applicable rate for the eighth (8th) 916 hour Apprentice Training Period for that classification as set forth in Paragraph (151). The Corporation's payment of fees and/or tuition required in connection with apprentice related training for such an employe is limited to the maximum provided in Paragraph (148).

Upon completion of his related training schedule, the employe shall be given a certificate of completion of apprenticeship, in accordance with Paragraph (150), and shall thereupon be a journeyman within the meaning of Paragraph (178).

(138) In a reduction in force, apprentices will be removed in accordance with their seniority in the non-interchangeable occupational group to which they are assigned and they shall be laid off except that:

(a) Apprentices with seniority who were hired directly into an apprentice classification who apply in writing prior to leaving the plant on layoff will be placed on other available work in accordance with Paragraph (59).

(b) Apprentices with seniority who have been transferred from a job in the plant to an apprentice classification, who apply in writing prior to leaving the plant on layoff, will be returned to the group from which they were so transferred.

(c) Failing to have sufficient seniority to be placed on other work, as provided above, apprentices will be laid off.

(139) Apprentices who have been removed from an apprentice non-interchangeable occupational group pursuant to Paragraph (138) above, will be recalled to such group in line with their seniority in such group.

Ratio of Apprentices to Journeymen

(140) The number of new apprentices who may be enrolled shall be determined on the basis of the number of journeymen employed for the program averaged over the preceding twelve (12) months. The ratio of apprentices in training to journeymen should not exceed one (1) apprentice to eight (8) journeymen. However, the Union agrees that local Management can establish a ratio of apprentices to journeymen in excess of the one (1) to eight (8) ratio, but not to exceed a ratio of one (1) apprentice to five (5) journeymen. Deviations below the one (1) to five (5) ratio may be agreed to by the Local Apprentice Committee. Favorable consideration will be given to requests for deviation below the one (1) to five (5) ratio in instances in which it is anticipated the impact of early retirement will create a skilled manpower shortage. Disputes concerning such deviations will be referred to the GM-UAW Skilled Trades and Apprentice Committee for decision. In the event of a reduction of force, the apprentices in excess of the one (1) to eight (8) ratio will be laid off before any journeyman in that trade is laid off. The ratio of apprentices in training to journeymen will be based on the average number of journeymen employed for the program computed on the last Monday of each of the twelve preceding months. The average thus computed shall remain in force until a new computation is made on the last Monday of the next

succeeding month. If, during periods when journeymen are laid off, any monthly computation results in a ratio in excess of one (1) apprentice to eight (8) journeymen, such excess apprentices will be laid off by the end of the pay period during which the last Monday of the month falls except that a minimum of one apprentice may be retained in each trade. In the event the reduction in force is due to unusual circumstances, including, but not confined to: a transfer or discontinuance of an operation, major technological developments, the elimination or consolidation of classifications, the discontinuance of a shift, or a drastic reduction in the level of work resulting in a heavy reduction in the skilled work force; the parties locally shall mutually agree to an acceptable layoff and recall plan. Such a layoff plan may provide for reducing the ratio below one (1) to eight (8), or for laying off all apprentices in a particular trade.

Standard Work Week

(141) To maintain the proper schedule for graduating apprentices, their standard work week, including time spent in connection with related training, shall be forty (40) hours.

(a) Apprentices may be assigned to overtime work when all journeymen on the shift in the equalization group with which the apprentice in the course of his training is currently associated, are either scheduled to work overtime or have had the opportunity to work overtime. Deviation from this provision may be negotiated by local Management and the Shop Committee.

(b) Equalization of any overtime available to apprentices is subject to local arrangement between Local Management and the Union in a manner consistent with the shop and related training of each apprentice.

(c) Individual apprentices will not be assigned to work overtime for the purpose of completing their apprentice training ahead of other apprentices in like circumstances in the trade.

(142) In case an apprentice is required to work overtime, he shall receive credit on the term of apprenticeship for only the actual hours of work.

Tool Allowance

(143) As soon as practicable after being placed in an apprentice group, the apprentice will be furnished an appropriate tool box, which will become the property of the apprentice upon graduation. At the same time, he will be paid an allowance of $100.00 for the purchase of tools. Upon satisfactory completion of the first, third, fifth, sixth and seventh periods of 916 hours of work in the apprentice program, the apprentice will be paid $50.00 for the purchase of tools. Management will assist the apprentice in obtaining tools. Upon graduation, the apprentice will receive the balance, if any, of the total tool allowance of $350.00 including credit granted for prior experience pursuant to Paragraph (132) less any tool allowance payments received at another plant of the Corporation.

Apprentice Training Agreement

(144) Every apprentice (and if he is a minor, his parent or guardian) shall be required to sign an Apprentice Training Agreement. A copy of the Apprentice Training Agreement shall be furnished to the Apprentice. The Apprentice Training Agreement shall be registered with the Bureau of Apprenticeship and Training, U. S. Department of Labor.

Related Training

(145) Each apprentice shall be required during the period of this apprentice program, to complete a program of related and supplemental classroom instructions not to exceed 576 hours during a four-year training course, less the amount of related training for which he received credit pursuant to Paragraph (132).

(146) Time spent by the apprentice in connection with related training shall not be considered time worked under this Agreement; nevertheless, time spent by the apprentice in taking required related training shall be paid for at the apprentice's straight time hourly rate.

(147) Whether related training shall be conducted by local Management or through a local educational institution, or otherwise, shall be determined by local Management in light of prevailing circumstances in the community. Management will notify and discuss this matter with the Local Apprentice Committee. However, the final determination will remain the responsibility of Management.

(148) The Corporation agrees to pay, on behalf of apprentices covered by this Agreement, registration fees and/or tuition required in connection with related training under the apprentice program, but not to exceed 576 hours of related training.

Progress Reports

(149) An accurate record shall be kept of the hours worked by each apprentice under the training program. These hours shall be recorded on appropriate forms. Where the basic work processes are sub-divided on the uniform shop training schedules, a more detailed breakdown of hours conforming to such sub-divisions, which do not change the uniform shop training schedules, may be developed locally.

(149a) Optional hours are provided in each shop training schedule to be used as follows:

(1) To give additional training over and above the hours designated in the shop training schedule in those phases which would be most beneficial to the apprentice in acquiring his journeyman status.

(2) To give training in related phases of the trade not specifically designated in the shop training schedule but normally required of journeymen.

Certificate of Completion

(150) Upon completion of apprenticeship, a certificate, a copy of which is contained in the General Motors-UAW Standard Apprentice Plan, shall be issued to the apprentice. The certificate shall be signed by Local Management and the Union Members of the Local Apprentice Committee. The Local Apprentice Committee will recommend to the Bureau of Apprenticeship and Training, U. S. Department of Labor, or to the state agency in those states where appropriate, that a certificate signifying completion of the apprenticeship be issued to the Apprentice.

Apprentice Wage Rates

(151) Effective with the effective date of this agreement, the straight time hourly wage rates (exclusive of Cost-of-Living Allowance and shift premium) for apprentices in the bargaining unit shall be the rates set forth in the following Apprentice Rate Schedule:

Apprentice Training Period	Hourly Rate*	
1st 916 Hours	$4.87	
2nd 916 Hours	4.91	
3rd 916 Hours	4.91	plus 9% of "Rate Difference"
4th 916 Hours	4.91	plus 20% of "Rate Difference"
5th 916 Hours	4.91	plus 33% of "Rate Difference"
6th 916 Hours	4.91	plus 48% of "Rate Difference"
7th 916 Hours	4.91	plus 66% of "Rate Difference"
8th 916 Hours	4.91	plus 86% of "Rate Difference"

*The "Rate Difference" shall be determined by subtracting the sum of $.20 and the Hourly Rate for the 2nd 916 Hours from the maximum rate established in the Local Wage Agreement for the journeyman classification for which the apprentice is in training. Resultant rates shall be rounded to the nearest 1 cent.

Notwithstanding the foregoing provisions, a seniority employe transferred to apprentice training shall be transferred at his current rate or the rate of $5.12 per hour, whichever is lower, provided, however, that in no event will his 1st Period Rate be lower than a rate of ten cents (10¢) over the 1st Period Hourly Rate set forth above. Upon his completion of that 1st Period, he shall be paid a rate of $5.12 and if retained, shall be paid such rate until he qualifies for a higher rate in accordance with the Apprentice Rate Schedule.

Upon graduation, an apprentice will receive an increase, if retained, to the midpoint of the rate range for the skilled classification to which he is assigned.

The above Apprentice Rate Schedule automatically provides for all increases in straight time hourly wage rates which are effective on the effective date of this Agreement. The wage increases provided for in Paragraph (101) (b) shall be added to the fixed portion of the Hourly Rate in the Apprentice Rate Schedule and to the above stated $5.12 rate, and the straight time hourly wage rates for individual apprentices shall be determined only in accordance with the provisions of this Paragraph (151).